

TIME FOR DECISION

The UAW-CIO strike at North American is two weeks old

It has cost North American employees more than \$6,000,000 in wages. The loss of this income has hurt everyone in the communities where we operate.

THE STRIKE WAS CALLED BY THE UAW-CIO after 52 days of negotiations between the company and the union, during which the union flatly stated impossible economic demands and refused to agree to anything less. The strike was started before the union membership had been given a chance to choose between striking and accepting the company's final offer of settlement.

THE UNION'S ECONOMIC DEMANDS, including a demand for a 26.2 cents per hour general wage increase, would add an estimated 72 cents per hour to the company's labor cost, and would increase the company's yearly operating cost by more than \$95,000,000, which is equivalent to the cost of 475 F-86 Sabre Jets—more than eight times the number of Sabre Jets shot down by the MIG's during the Korean war.

THE COMPANY'S FINAL ECONOMIC OFFER provided wage increases ranging from 8 to 20 cents per hour. Included was a 4 per cent general wage increase PLUS an additional 4 cents per hour increase for highest rated jobs PLUS an additional 2 cents per hour under a more liberal cost of living plan PLUS an additional 5 cents per hour increase for leadmen. The company has put into effect its offer of increased wages, which gives North American workers pay of \$1.50 to \$2.47 per hour, as high as paid or offered in any of the airframe companies in the areas where the company operates. The company's economic offer also included increased group insurance benefits and more liberal holiday and vacation plans.

THE UNION'S OTHER DEMANDS included compulsory union membership under a full union shop; the creation of hundreds of new union representatives free to roam the shop on union business instead of working, and enjoying super-seniority over all other employees; the abolishment of all plant rules; and elimination of the no-strike clause included in previous contracts, thus giving union leaders the right to call strikes at any time.

NORTH AMERICAN CANNOT YIELD to the union's extreme economic demands and still maintain its competitive position in the airframe industry. The company will not yield to the union's other demands, which will increase the power of union leaders without regard for the interest of the company or its employees. We will continue to meet with the union at all times the U.S. conciliator feels that constructive progress could result.

THE COMPANY WILL CONTINUE to use every lawful means to get the plants back to full production at the earliest date.

IT IS NOW TIME for the men and women whose wages have been stopped by the action of UAW-CIO leaders to make their decision.

THE GATES ARE OPEN TO ALL EMPLOYEES

 **NORTH AMERICAN AVIATION. INC.** 

LOS ANGELES AND FRESNO, CALIFORNIA • COLUMBUS, OHIO